

EXHIBIT 5-A

From: Romero, Hector SIEP-PTW/D/PP
Sent: Wednesday, October 22, 2014 5:25 PM
To: Fleischmann, Karl H SEPCO-UAX/Y/D
Subject: RE: EOY Follow-up
Attachments: Performance Against KPI.xlsx; RE: Questions - Case Hole Project; RE: FW: Cased-hole Logs ; FW: Cased-hole Logs

Follow Up Flag: Follow up
Flag Status: Flagged

Shelly:

As mentioned during the session, performance for Shelly is decreasing. I still suggest a formal Performance Discussion, but no PIP at this time. It has been discussed in front of the charts during her mid-year review, but no further documentation.

Redacted

I firmly believe that all these behaviors are coachable.

I have discussed with Randy during the transition period, and believe that he supports the assessments.

Please let me know if you need anything else.

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Per applicable service agreements.

From: Fleischmann, Karl H SEPCO-UAX/Y/D
Sent: Wednesday, October 22, 2014 8:33 AM
To: Romero, Hector SIEP-PTW/D/PP
Subject: EOY Follow-up

Hector-

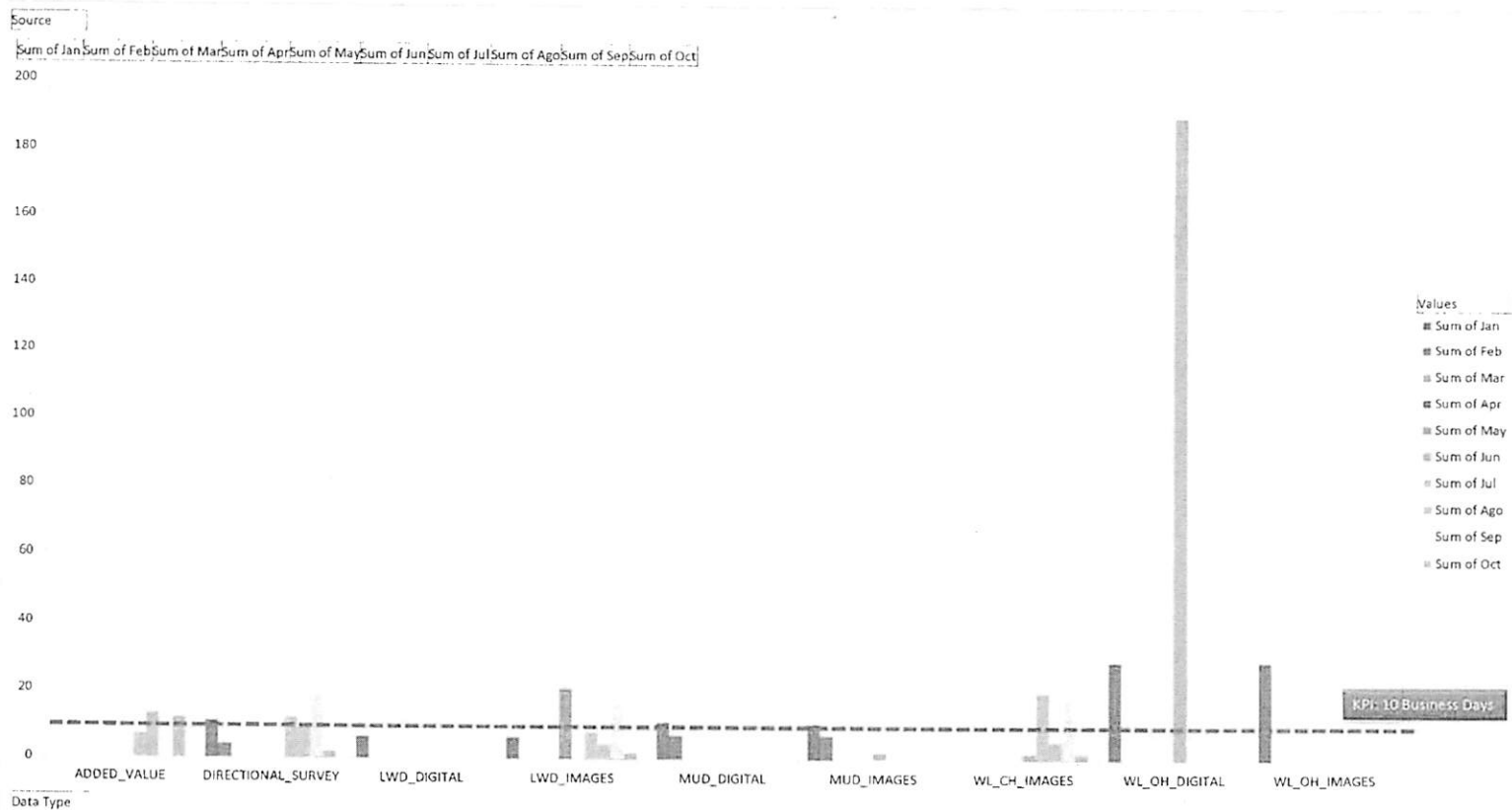
When you get a chance today could you send me copies of whatever performance documentation you have for Shelly, Meeting invites, notes, whatever. I need to be able to document the performance gaps this year and have the evidence available that supports management of underperformance.

Thanks-

Karl

Redacted

Source	SHELL									
Row Labels	Sum of Jan	Sum of Feb	Sum of Mar	Sum of Apr	Sum of May	Sum of Jun	Sum of Jul	Sum of Ago	Sum of Sep	Sum of Oct
ADDED_VALUE						0	7	13		12
DIRECTIONAL_SURVEY	11	4					12	9	19	2
LWD_DIGITAL	6.5									
LWD_IMAGES	6.5				21		8	4.5	17	2
MUD_DIGITAL	11	7								
MUD_IMAGES	10.5	7				2	0			
WL_CH_IMAGES						2	20	5.5	19	2
WL_OH_DIGITAL	29					190				
WL_OH_IMAGES	29									
Grand Total	103.5	18			21	194	47	32	55	18



Data Loader	Source	Data Type	Jan	Feb	Mar	Apr	May	Jun	Jul	Ago	Sep	Oct
Pheigaru	SHELL	ADDED_VALUE						<u>0</u>	<u>7</u>	<u>13</u>		<u>12</u>
Pheigaru	PARTNER	ADDED_VALUE						<u>0.5</u>	<u>34</u>	<u>15.4</u>	<u>13.25</u>	<u>6</u>
Pheigaru	SHELL	DIRECTIONAL_SURVEY	<u>11</u>	<u>4</u>					<u>12</u>	<u>9</u>	<u>19</u>	<u>2</u>
Pheigaru	PARTNER	DIRECTIONAL_SURVEY	<u>12</u>	<u>204</u>						<u>17</u>		
Pheigaru	SHELL	LWD_DIGITAL	<u>6.5</u>									
Pheigaru	PARTNER	LWD_DIGITAL	<u>6</u>									
Pheigaru	SHELL	LWD_IMAGES	<u>6.5</u>				<u>21</u>		<u>8</u>	<u>4.5</u>	<u>17</u>	<u>2</u>
Pheigaru	PARTNER	LWD_IMAGES	<u>6</u>					<u>1</u>		<u>17</u>	<u>19</u>	<u>2</u>
Pheigaru	SHELL	MUD_DIGITAL	<u>11</u>	<u>7</u>								
Pheigaru	PARTNER	MUD_DIGITAL	<u>2</u>	<u>0</u>				<u>225</u>				
Pheigaru	SHELL	MUD_IMAGES	<u>10.5</u>	<u>7</u>				<u>2</u>	<u>0</u>			
Pheigaru	PARTNER	MUD_IMAGES	<u>2</u>	<u>0</u>				<u>1</u>		<u>9.8</u>		<u>2.67</u>
Pheigaru	SHELL	WL_CH_IMAGES						<u>2</u>	<u>20</u>	<u>5.5</u>	<u>19</u>	<u>2</u>
Pheigaru	PARTNER	WL_CH_IMAGES										
Pheigaru	SHELL	WL_OH_DIGITAL	<u>29</u>					<u>190</u>				
Pheigaru	PARTNER	WL_OH_DIGITAL	<u>7</u>									
Pheigaru	SHELL	WL_OH_IMAGES	<u>29</u>									
Pheigaru	PARTNER	WL_OH_IMAGES	<u>7</u>									